

Part III – Options to Minimize Layoffs

WORKFORCE PLANNING

Workforce planning is a key element in assuring that workforce restructuring is accomplished with the objective of minimizing layoffs and maximizing the accomplishment of the Hanford Site Mission. Planning includes identification of work and employees who do the work, by Common Occupational Classification System (COCS) codes and job families, as modified from time to time.

Part IV – Programs for Separated Workers

MEDICAL BENEFITS

Involuntarily separated employees have three options for continuing medical coverage. They must elect one of the following options:

Option 1: Displaced Worker Medical Benefits

Provides health care coverage in which the employee is enrolled as an active employee.

Year 1: Employee pays the active employee premium rate during the first year following termination of employment. Rates are subject to change beginning January 1 of each calendar year. Employee premiums are to be submitted by personal check. The effective date for extended benefits coverage will be the first day following termination of active employee coverage which requires a full monthly premium payment (rather than pro-rata for any mid-month effective dates).

Year 2: Employee pays one-half of the COBRA rate the second year (13th month through 24th month following termination of employment).

Year 3 and Subsequent Years: Employee pays the full COBRA rate during the third and subsequent years (starting the 25th month following termination of employment). COBRA rates are reviewed and revised each calendar year.

If the separated employee's premiums are not received by their due dates, coverage will terminate effective to the last premium payment period and cannot later be reinstated.

If employees and their dependents are eligible, or become eligible, for coverage elsewhere (including through Medicare), coordination of benefits does not apply.